Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Department of the Interior (and below)

For 4th Quarter 2021 for period ending September 30, 2021

	Comparative Data											
Complaint Activity	Pr	evious	nta	2021Thru09-30								
	2016	2017	2018	2019	2020	20211111u09-30						
Number of Complaints Filed	358	328	366	301	274	239						
Number of Complainants	346	321	351	297	267	232						
Repeat Filers	12	5	14	4	7	7						

Complaints by Posis	Comparative Data											
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru09- 30						
Race	105	101	118	80	71	83						
Color	38	41	38	29	27	20						
Religion	15	13	20	9	9	12						
Reprisal	189	168	200	161	148	150						
Sex	134	136	138	108	104	93						
PDA	3	3	1	2	3	2						

National Origin	45	41	53	33	12	34
Equal Pay Act	2	2	1	1	1	2
Age	108	117	114	113	100	75
Disability	124	105	119	88	100	75
Genetics	0	1	2	2	1	0
Non-EEO	5	12	19	15	16	8
			Com	parativ	ve Data	L
Complaints by Issue	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru09- 30
Appointment/Hire	50	31	32	32	35	40
Assignment of Duties	40	35	40	43	23	27
Awards	2	9	4	7	2	3
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	3	1	0	1	0	1
Reprimand	14	17	13	8	13	13
Suspension	13	20	13	8	15	15
Removal	4	8	16	10	19	5
Other	0	0	1	0	0	0
Duty Hours	3	8	1	5	6	5
Perf. Eval./ Appraisal	43	41	38	31	32	29
Examination/Test	0	2	2	0	0	5
Harassment						
Non-Sexual	158	155	183	158	120	114

Sexual	15	12	12	7	8	4
Medical Examination	2	3	1	1	2	0
Pay including overtime	13	10	2	6	4	11
Promotion/Non-Selection	51	40	54	25	39	26
Reassignment						
Denied	6	0	1	1	4	1
Directed	9	11	14	14	10	8
Reasonable Accommodation Disability	40	27	41	22	35	24
Reinstatement	0	0	0	0	0	0
Religious Accommodation	1	1	0	0	0	0
Retirement	3	3	2	3	3	4
Sex-Stereotyping	0	0	2	0	0	1
Telework	17	3	11	3	4	3
Termination	26	26	30	20	25	22
Terms/Conditions of Employment	46	59	49	41	40	35
Time and Attendance	19	18	15	14	20	12
Training	15	9	13	12	11	6
Other						
User Defined - Other 1	0	1	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

			Comp	parative 1	Data	
Processing Time		Previous	Fiscal Y	ear Data	ı	2021Thru09-
	2016	2017	2018	2019	2020	30
Complaints pending during	g fiscal yo	ear				
Average number of days in investigation	193.96	187.07	183.94	203.24	183.81	224.48
Average number of days in final action	59.99	51.78	52.62	55.40	112.45	108.10
Complaint pending during	fiscal year	ar where	hearing v	vas reque	sted	
Average number of days in investigation	193.04	192.30	189.47	205.16	179.02	225.26
Average number of days in final action	24.04	46.42	34.69	40.58	74.00	66.07
Complaint pending during	fiscal year	ar where	hearing v	vas not re	quested	
Average number of days in investigation	193.76	178.94	181.58	203.32	180.04	210.81
Average number of days in final action	79.92	56.88	69.12	73.59	157.66	157.12
			Comp	parative 1	Data	
Complaints Dismissed by Agency]	Previous	Fiscal Y	ear Data	ı	2021Thru09-
	2016	2017	2018	2019	2020	30
Total Complaints Dismissed by Agency	38	43	24	33	27	22
Average days pending prior to dismissal	141.79	153.98	107.29	209.73	165.41	178.18
Con	plaints V	Vithdrav	vn by Co	mplaina	nts	
Total Complaints Withdrawn by Complainants	18	15	26	13	20	22

	Comparative Data											
Total Final Agency			Pre	vious	Fis	cal Y	ear	Data	ì		2021T	hru09.
Actions Finding Discrimination	20	16	20	017	20	018	20	019	2	020	3	30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		1		4		7		26	
Without Hearing	0	0	0	0	0	0	0	0	4	57	21	81
With Hearing	0	0	3	100	1	100	4	100	3	43	5	19
Findings of					(Comp	ara	tive	Dat	a		
Discrimination Rendered by Basis			Pre	evious	s Fis	scal Y	ear	Data	a		20217	hru09
Note: Complaints can be	2016 2017 2018 2019 2020											30
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		6		2		4		7		26	
Race	0	0	2	33	1	50	0	0	1	14	8	31
Color	0	0	1	17	1	50	0	0	1	14	4	15
Religion	0	0	0	0	0	0	0	0	0	0	1	4
Reprisal	0	0	3	50	2	100	3	75	4	57	20	77
Sex	0	0	3	50	1	50	2	50	2	29	12	46
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	50	0	0	1	14	2	8
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	33	1	50	2	50	2	29	4	15
Disability	0	0	4	67	0	0	0	0	4	57	8	31
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0		3		1		4		3		5	
Race	0	0	1	33	1	100	0	0	0	0	4	80
Color	0	0	0	0	1	100	0	0	0	0	1	20
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	2	67	1	100	3	75	1	33	5	100
Sex	0	0	2	67	1	100	2	50	1	33	2	40
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	0	0	0	0	1	20
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	1	100	2	50	2	67	0	0
Disability	0	0	3	100	0	0	0	0	3	100	3	60
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		3		1		0		4		21	
Race	0	0	1	33	0	0	0	0	1	25	4	19
Color	0	0	1	33	0	0	0	0	1	25	3	14
Religion	0	0	0	0	0	0	0	0	0	0	1	5
Reprisal	0	0	1	33	1	100	0	0	3	75	15	71
Sex	0	0	1	33	0	0	0	0	1	25	10	48
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	25	1	5
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	0	0	0	0	4	19
Disability	0	0	1	33	0	0	0	0	1	25	5	24
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
						Comp	para	ative	Da	ta		
Findings of Discrimination			Prev	vious	s Fis	scal Y	'ear	Dat	a		2021T	hru09-
Rendered by Issue	20	016	20	017	2	018	20	019	20	020	3	0
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		6		2		4		7		26	
Appointment/Hire	0	0	0	0	0	0	0	0	3	43	3	12
Assignment of Duties	0	0	1	17	0	0	3	75	1	14	8	31
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	2	8
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	1	4
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	25	0	0	3	12
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	33	0	0	1	25	1	14	15	58
Sexual	0	0	0	0	1	50	2	50	0	0	2	8
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	17	1	50	0	0	1	14	2	8

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	14	7	27
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	3	12
Termination	0	0	0	0	0	0	1	25	1	14	0	0
Terms/Conditions of Employment	0	0	1	17	0	0	1	25	0	0	11	42
Time and Attendance	0	0	3	50	0	0	1	25	0	0	3	12
Training	0	0	0	0	0	0	0	0	0	0	1	4
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		3		1		4		3		5	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	20
Assignment of Duties	0	0	1	33	0	0	3	75	1	33	4	80
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	1	20
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	1	20
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	25	0	0	3	60
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	33	0	0	1	25	1	33	4	80
Sexual	0	0	0	0	0	0	2	50	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	33	2	40
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	1	20
Termination	0	0	0	0	0	0	1	25	1	33	0	0

Terms/Conditions of Employment	0	0	1	33	0	0	1	25	0	0	4	80
Time and Attendance	0	0	2	67	0	0	1	25	0	0	3	60
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
		<u> </u>	'							<u> </u>	1	
Findings Without Hearing	0		3		1		0		4		21	
Appointment/Hire	0	0	0	0	0	0	0	0	3	75	2	10
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	4	19
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	1	5
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	1	1	1	1	1		1	1	1	1	1	1
Non-Sexual	0	0	1	33	0	0	0	0	0	0	11	52

Sexual	0	0	0	0	1	100	0	0	0	0	2	10
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	33	0	0	0	0	1	25	2	10
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	5	24
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	2	10
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	7	33
Time and Attendance	0	0	1	33	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	1	5
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-
	2016	2017	2018	2019	2020	30
Total complaints from previous Fiscal Years	236	279	285	277	270	195
Total Complainants	223	269	276	266	262	188
Number complaints pending						
Investigation	7	14	6	8	3	1
ROI issued, pending Complainant's action	1	0	0	2	1	0
Hearing	220	269	275	255	220	184
Final Agency Action	13	7	8	16	46	13
Appeal with EEOC Office of Federal Operations	204	70	62	45	59	76
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-
	2016	2017	2018	2019	2020	30
Pending Complaints Where Investigations Exceed Required Time Frames	18	28	18	7	2	8